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TEAMSTER CONVOY DISPATCH

109

VOICE OF THE TEAMSTER RANK AND FILE SINCE 1975

February 1992 #111



Thousands Expected at Inauguration as Marble Palace Opens to Members

Members Take Union Into Their Hands

Thousands of Teamsters will make their way to Washington, D.C., on Feb. 1. Louisiana Avenue, in front of the Marble Palace and next to the Capitol grounds, will be blocked off, as the big crowd assembles for the inauguration of Ron Carey and the new General Executive Board (GEB) of the Teamsters union. Afterward they will all crowd into the IBT headquarters, most of them inside its doors for the first time in their lives. Our union headquarters will finally belong to the entire membership!

The first-ever elected IBT leadership will take the reins. The first-ever president who wasn't picked behind closed doors. The first-ever woman on the GEB. The first-ever Hispanic on the GEB. The first-ever rank

and file Teamsters on the GEB. And the members who made it happen will be there, enjoying the victory they brought about.

But the action is not limited to Washington—not by a long shot. The membership is coming alive, activated first by the grass-roots movement that brought this day about, and now by the prospect of a leadership at the top that encourages participation.

In several local unions from Seattle to Boston, from Wisconsin to Pennsylvania to Tennessee, members have swept out tired incumbents and elected reform slates. In large locals like statewide brewery and soft drink Local 896 in California, and in small locals like Mansfield, Ohio, Local 40, reformers have won office like never before.

In Nashville, Tenn., more than

350 Kroger warehouse workers and drivers have voted down a concessionary contract four times, the last time by 73%. Determined to turn the tide against a decade of concessions to that giant profitable corporation, they believe with a new leadership on top, the Teamsters' time to unite and fight is now.

Carhaulers did the same thing in their national contract vote, turning down a concessionary offer by 76%. Most of the national negotiating committee agreed with the members and recommended rejection. They have been without a new contract since last May, but prefer to stand up strong now.

In Northern California, Safeway warehouse workers and drivers from several locals came together in January to hear plans from their officers for a united fight to protect their jobs and contract, as the corporation opens a new warehouse with over 1,000 jobs.

In dozens of locals, members introduced bylaws changes to make their union stronger and more democratic. Such changes as a guaranteed right to elect stewards, the right of the membership to worksite lists and financial information, and democratically selected local

election committees have been introduced and will be voted upon.

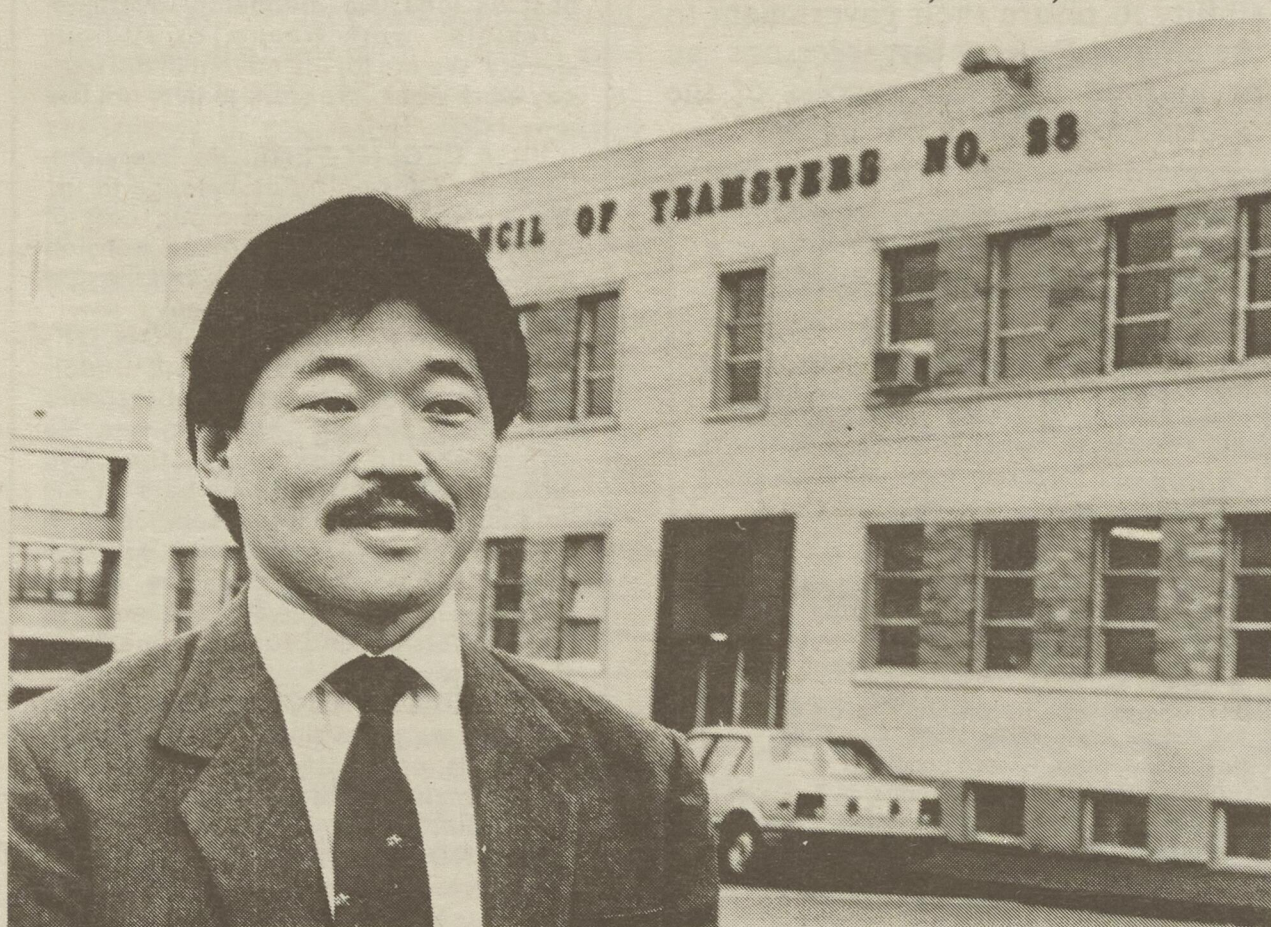
TDU meetings, rallies and victory parties have been big in dozens of cities, including new areas. Members are coming out to learn, to join TDU, and to effectively participate in the New Teamsters Union.

Only the Beginning

In a speech to hundreds of Teamsters in Boston in January, Ron Carey stated, "This is just the beginning. We won the battle but not the war." The war is to unify our union, to involve ourselves and our fellow members, and to turn our union and the whole labor movement around.

That war cannot be won by Carey or his staff. They can lead, they can open doors, they can initiate programs to build the union. And they will. But the rank and file need to join in, forge a partnership, and take ownership of our own union.

The membership action and the spirit of unity we are seeing have to grow. Our job is to make that happen, starting in our shops, our locals, our contracts—*our union*. TDU is dedicated to that job and we invite all Teamsters to join with us in making history.



"It'll never be the same old Teamsters," says Bob Hasegawa, the newly elected secretary-treasurer of Seattle Local 174. "The job is not finished with the elections. It's just begun." (See page 3.)

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This paper is paid for and distributed by concerned Teamsters. We invite you to do your part—join TDU to help improve our union. See application form on back page.

LETTERS FROM OUR MEMBERS

Are Teamsters 'Bad Guys?'

I was a city delivery driver at ATL (now ANR) in 1977 when I heard about Teamsters for Democratic Union (TDU). I used to talk to Pete Camarata about it whenever I had a delivery at Earl C. Smith, where Pete worked on the dock. Pete explained that the union needed some serious reforming and the rank and file could only do it if they got organized. Although Pete made sense, it was my 9-year-old son, Ken, who finally convinced me to join TDU.

I was shaving one morning and Ken came in and looked up at me and asked, "Dad, how come you're one of the bad guys?" I asked him what he meant and he said the kids at school were saying that Teamsters were all bad guys and he knew I was a Teamster. Well I explained that most Teamsters were honest hard-working people and just a few were bad guys. But I really didn't sound very convincing. It was then that I realized that I wasn't proud of my union membership. So the next time I saw Pete, I signed up in TDU.

That was in 1977 and I have faithfully been a member ever since. It was discouraging at times, and sometimes downright scary. Many members wouldn't join, but I stuck with TDU. I was overjoyed with the Carey

slate victory. All of the years of hard work with TDU have finally paid off.

I recently got a call from Ken, who had heard about the election results. I asked my son if he thought Teamsters were still bad guys. "No," he said, "you're good guys now." I must say that for the first time in a very long time I am proud to be a Teamster! Thanks, TDU!

John Lafayette
Local 299, ANR
Detroit

We've Won Our Union Back

My husband, Brad, has been a member of the Teamsters union for many years. I have had to sit back and watch the fat cats in Washington rob the members and drive the union into the gutter.

Brad was a delegate at the convention in Orlando for Charlotte Local 71. We spent a week going to every possible meeting and picking up every scrap of paper with any news on it. We came home bursting with pride and excitement—hey, maybe Ron Carey is our avenging angel, we thought. So we set to work and wore out a pair of shoes and every copy machine within 100 miles.

After the ballots were counted, Carey had won with ease. Then he told the world my three favorite

words, "THE PARTY'S OVER."

OK, Teamsters, you have won your union back. Let's get some honest and decent people in on the local levels and help Carey finish cleaning house.

Betty Colesworthy
Local 71 spouse
Charlotte, N.C.

Support TDU to Finish the Job

I retired in 1990 and although I could not vote in the recent election for the top officers of the IBT, I am happy to see that the fight that I and many other dedicated Teamsters started in the '60s has finally paid off.

I remember the IBT Convention in Las Vegas, which I attended as a PROD member, where we were told by Frank Fitzsimmons that we dissidents could go to hell, the Teamsters were going to be run *their* way.

Fitzsimmons said those famous words in 1976 to the members of PROD and TDU. I must say there were not very many of us in those days, but look what happened 25 years later with the determination and dedication of people to see democracy in this union.

Although we have won part of the struggle, the war is long from over, far from being won. The Ron Carey Slate has taken on an awesome job, and it is more important than ever that we support TDU and help to recruit more members in the struggle to bring about the dignity that we once had.

I'm very proud to say that I've been a member of TDU for a very long time. I'll continue to be a member for as long as it takes to bring the dignity back to the great Teamsters union that it deserves. I hope that all of you will continue to support the organization that helped bring about this victory in our union.

Dick Charleston
Local 431, retired ABF
Salem, Ore.

TDU International Steering Committee

Co-Chairs:

Pete Camarata, Detroit Local 299
Dan Campbell, Saginaw, Mich., Local 486
Diana Kilmury, Vancouver, B.C., Local 155
J.C. Thomas, Memphis, Tenn., Local 667

Organizer:

Ken Paff, Detroit

Trustees:

Jackie Jenkins, Memphis, Tenn., Local 891
Patricia McIntosh, Chicago Local 743
Gordy Teller, Seattle Local 741

Members:

Bilal Chaka, Long Beach, Calif., Local 692
Joe Fahey, Watsonville, Calif., Local 921
Neal Henderson, Boston Local 25
Debra McBride-Smith, Charlotte, N.C., Local 71
Big John McClain, Houston, Texas, Local 988
Michael Ruscigno, New York Local 138
Rick Sather, Minneapolis Local 638
Rick Smith, Atlanta Local 728
Candy Workman, Sacramento, Calif., Local 150 spouse

Alternates:

David Dethrow, St. Louis Local 688
Dave Kapitula, Wilkes-Barre, Pa., Local 401
J. Anthony Smith, Washington, D.C., Local 639

Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 17-member International Steering Committee was elected in October 1990 for one year. Our Rank & File Convention had over 500 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Union Solidarity

Team Concept: A Union Response

Dealing with labor-management participation programs is a major challenge that unions face in the '90s.

"Labor Notes' Team Concept School gave me valuable information on the motivation behind management's claim to include workers in decision making and the techniques they use to make us think that productivity and speedup are our ideas."

Dominick Buscemi
Local 773 VP and business agent, Allentown, Pa.

Management wants union "cooperation" in programs that spell job-cutting, favoritism and speedup. Some unions want to just say no—but don't know how. Others want programs to work for the members.

Labor Notes, a national newsletter for rank and file unionists, is sponsoring a school to help develop a union strategy to deal with team concept programs, May 14-17 in Detroit.

For information or to register, contact Phill Kwik at Labor Notes, 7435 Michigan Ave., Detroit, Mich. 48210. Call (313) 842-6262.

How to Contact TDU

We want to hear from you. Contact us at one of the locations listed below for more information about TDU, or to send us articles or letters concerning Teamster-related issues.

National Office: P.O. Box 10128, Detroit, Mich., 48210. (313) 842-2600.

Washington Office: 2000 P St., N.W., Suite 702, Washington, D.C., 20036. (202) 785-3707.

Western Organizer: Gail Sullivan, 5337 College Ave., Suite 458, Oakland, Calif. 94618 (510) 658-7159.

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New Teamster UPS Director Takes the Helm

International Vice President Mario Perrucci has been appointed by Ron Carey to be the new director of the IBT Parcel and Small Package Division, one of the largest Teamster divisions with nearly 200,000 Teamsters. Perrucci, the long-time executive officer of New Jersey Local 177, brings a wealth of experience and an aggressive approach to his new job. *Convoy Dispatch* asked him to comment on where he wants to see the Teamsters union going as far as UPS is concerned.

Productivity

The paramount issue with UPS is the treatment of the employees. The company needs to learn to be an employer, not an overseer. That prin-

ciple will guide our work here, and also the next negotiations. We need to tackle the issue of their push for productivity. The union cannot hide from it, they are pushing too many of our members too hard.

Appointments So Far

I'm starting to make changes, as Ron Carey called for in our campaign. We are making changes in the National Grievance Committee, for example. As promised, we have appointed some rank-and-file working Teamsters to the panel, in addition to long-time officers. We've appointed Jackie Jenkins (feeder driver, Mississippi Local 891), and we've appointed Mike Brannan (president of Wisconsin Local 344 and

feeder driver) and Dan Campbell (recording secretary of Saginaw, Mich., Local 486 and package car driver) to serve on the committee.

We're getting a very good response overall to these changes, with a few exceptions. For example, the secretary-treasurer of Local 344 is balking at the local paying the expenses of brother Brannan, although that's the way it's always been done. Naturally there is some old-guard resistance to change like that, but we're moving forward positively.

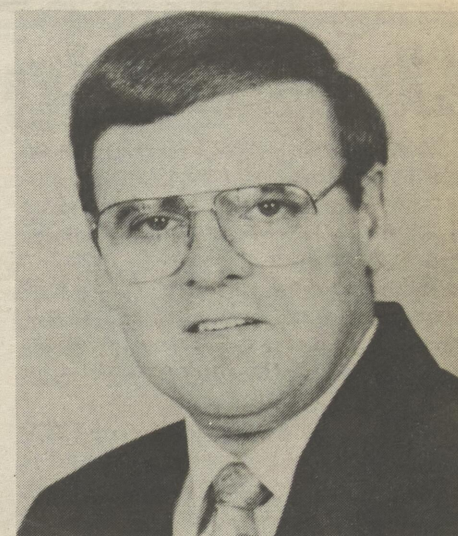
Grievance Procedure

I think we need to look at the whole grievance panel setup, and what can be done to improve it. It needs changed. The Southern Conference, and others as well, need looked at. That will take some time but we will move on it.

Another thing we are working on is being responsive to the members and local unions. We are answering members' letters and calls directly, in a way that hasn't been done before.

Organizing for '93 Contract

Looking down the road, I see the next contract as very important. We are going to prepare well, involve the



members and the local unions, and come out with a strong contract. The members are going to watch that. If we would come out with a poor contract, they'd say we're no different from those who preceded us.

We're not going to let the members down, we're going to live up to what we stand for and what the New Teamsters Union stands for. The key is going to be focusing on our goals as defined by the membership, and then mobilizing the members around those goals.

New Appointments at IBT

The newly elected IBT leadership has begun to make some appointments for key positions. Ron Carey appointed Area Conference directors, who were approved by the General Executive Board.

Tom Gilmartin (newly elected Eastern VP, from Hartford, Conn.) is the Eastern Conference director. Sam Theodus (newly elected VP at large, from Cleveland, Ohio) is the Central Conference director. Doug Mims (newly elected Southern VP, from Atlanta) is the Southern Conference director.

Tom Shay (newly elected Western VP, from Eugene, Ore.) is the Western Conference director. And Louis Lacroix (Canadian VP who was nominated and unopposed at the IBT Convention, from Montreal) was

reappointed as Canadian Conference director.

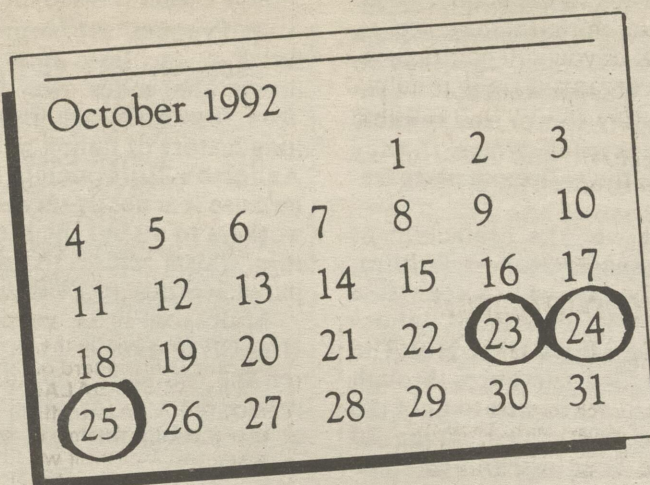
In the four U.S. conferences, a number of old-guard officials within the conferences are seeking to entrench themselves and hold onto their own power.

UPS and Freight Divisions

Mario Perrucci (VP at large, from New Jersey) has been appointed director of the IBT Parcel and Small Package Division. Dennis Skelton (Central Conference VP, from St. Louis) is serving as the acting freight director.

The General Executive Board, meeting in early February after the installation of officers, passed several resolutions to establish committees to review IBT operations and personnel and report to the GEB for action.

SAVE THE DATE!



1992 TDU RANK & FILE CONVENTION

**Oct. 23-25
St. Louis**

Newsire

Comprehensive OSHA Reform.

The death of 25 workers and injury of 55 more in a fire at a North Carolina chicken processing plant on Sept. 3, 1991, was a tragic example of the pressing need to strengthen U.S. health and safety law and enforcement. Legislation now in committee in the House of Representatives (H.R. 3160) and Senate (S. 1622) would grant whistleblowing protection to workers, expand OSHA's jurisdiction, and improve standard-setting, training, record-keeping and enforcement. Hearings have been held in both the House and Senate labor committees; H.R. 3160 may reach the floor of the House in the spring.

Corruption Scorecard.

A year-end report by the Investigations Officer revealed the results of charges filed against 150 Teamster officials and three local unions. Twenty-six officials were permanently barred, 37 permanently resigned, 27 were suspended for a period of time and 22 officials and three local unions signed other forms of agreements. The report stated that "culpability" could not be proven involving seven officials charged; 15 officials are awaiting a decision from the Independent Administrator; eight officials are awaiting hearing dates, and charges were withdrawn against eight officials.

New England Pension Fund's Accountant Indicted.

Steven Watchmaker, an accountant for the New England Teamster Pension Fund, was charged in January with embezzlement from the fund. The charges come from alleged deals in which Watchmaker had the pension fund deposit money in certain banks, at unfavorable interest rates, in return for personal business favors from those banks. Watchmaker has also provided services to the International union, and was criticized by Independent Administrator Lacey for doing an audit that "missed" the fact that former General President Billy McCarthy's son-in-law was improperly given an IBT printing contract. One of Watchmaker's business partners, not charged, is another McCarthy son-in-law.

New IBT Constitutions Available.

The IBT printed new International Constitutions in January that incorporate the changes made at the June 1991 IBT Convention. It contains all language in effect, and also contains (in bold print) those parts that were passed but are not in effect because they conflict with the consent order signed by the IBT leadership and the government.

GROCERY, MISCELLANEOUS NEWS

Union Fights for Jobs at Safeway

Bay Area Teamster locals are in an uproar as retail giant Safeway has embarked on a strategy of union busting in order to run away from Teamster representation.

Safeway is near to completing a new \$100 million warehouse in Tracy, Calif. It is the size of 32 football fields and is reportedly the largest such facility in the country.

This facility will employ over 1,000 warehouse workers and drivers and is slated to open in May. On April 30, Safeway contracts involving several Bay Area locals in Richmond and Fremont will expire.

Safeway plans to close the current facilities, throwing these skilled and

loyal employees on the street, and open the new Tracy facility under the auspices of a third-party subcontractor, Crum and Crum, in a transparent attempt to bust the union.

Safeway has thus far engaged the union only in surface bargaining. While claiming that its designated subcontractors will pick and choose to which long-time employees it wants to offer jobs, Safeway refuses to offer any guarantees to their employees. The company has demanded a substandard contract.

Bay Area Teamsters recognize that it's time for the union to "draw a line in the sand." If Safeway is allowed to succeed in this union-busting gambit

every other retailer will be tempted to pull similar shenanigans, and grocery Teamsters will all see their job security and standard of living in jeopardy. Teamster grocery contracts in the Bay Area are currently comparable to freight in wages and benefits.

The union's demands are simple: allow the skilled, loyal employees to transfer to the new facility with their seniority, wages and benefits intact.

Union Actions

A major rally on March 7 in San Francisco will kick off a campaign for justice. Jesse Jackson, Cesar Chavez and other community and labor leaders will be on hand to join in a united effort to take on Safeway.

Building up to this rally, the Teamsters have begun to hold membership meetings to build unity. On Feb. 13 the Stop Safeway Coalition, a group of labor and community leaders with the backing of the AFL-CIO and the Plant Closures Project, announced that a boycott of all California Safeway stores will begin in March unless Safeway agrees to assure all its employees transfer rights to the new facility.

The alliance also has said it would

call upon churches, unions, public employee trust funds and others to withhold or withdraw investments in Safeway, to turn up the ratchet of a corporate campaign.

Teamster locals throughout the West have pledged their support to this effort. If a strike is called in California, pickets will likely be extended to Phoenix, Denver, Portland, Seattle, Spokane, and Washington, D.C. Unlike some past Teamster strikes that faltered because strikers were left to sink or swim alone while other units of the same corporation went on working, this battle is shaping up as a serious fight for justice.

The New Teamsters Union is being tested. And it is starting to mobilize. At a unity meeting of hundreds of Teamsters, newly elected IBT Vice President Ken Mee told them "the party's over," and gave it new meaning. He said the rank and file can no longer afford to sit back, but have to become partners with the leadership in struggles like this.

Only an active membership and a committed leadership can serve notice on Safeway, and corporate America, that the party's over for union busting as well.

March for Justice at Diamond Walnut

Two thousand Bay Area trade unionists from every Teamster local in the area and an impressive array of other AFL-CIO locals marched in solidarity on Feb. 22 with the 500 Diamond Walnut workers who are entering their sixth month of what could be a long and bitter strike.

The strikers are of diverse ethnic backgrounds and the majority are women. Diamond Walnut clearly provoked the strike in an effort to break the union. Before the strike it forced its employees to train their own scab replacements and began bringing them in the day the strike commenced. While morale was low during the opening months of the strike—little help was forthcoming from their own or other locals—the election of the Ron Carey slate has reinvigorated Teamsters in the Bay Area.

"Since the election of Ron Carey the union has finally started helping these people," said George Minori, Local 439 shop steward. The union has now provided a trailer for the

strikers, adequate firewood, port-a-johns and organized an impressive solidarity demonstration in their behalf.

As this battle drags on the strikers have demonstrated ample determination. Only 17 of them have returned to work. Now with other trade unionists rallying to the members' side and a nationwide boycott of Diamond Walnuts underway, they have renewed spirit and determination to prevail.

Vera Rico, 57, a forklift driver who worked 34 years for Diamond, said she is optimistic that they will eventually pressure the company to release replacements and allow former employees to return.

"I just know that we're going to go back in," Rico said. "I can feel it."

Strikers Need Your Support

Donations of money, food, clothing, etc., should be directed to Teamsters Local 601, 745 East Miner Ave., Stockton, Calif. 95202 (209) 948-2800.

Nashville Local 327 Negotiations

Kroger Files Suit Against Union

Now that Nashville Kroger workers have voted down company demands for concessions four times—including a new two-tier wage scale—Kroger Co. is desperately searching for new ways to beat the membership of Local 327.

In its most recent move, the corporation filed a frivolous lawsuit against members of Local 327 and the International union, including Local 327 President Bill Boner, International Vice President Doug Mims, and former International VP Don West.

Kroger is accusing Boner, Mims, West and the Local 327 rank-and-file bargaining committee of failing to honor an agreement to unanimously recommend passage of the company's latest concessionary offer. Kroger is arguing that if the union had more vigorously recommended ratification, the concessions would have passed.

The original local bargaining committee and Don West had signed an

agreement to unanimously recommend the contract. What Kroger can't believe is that the committee lived up to its commitment, but the rank and file decided on their own to reject the concessions anyway! Don West, using old-guard scare tactics, raised fears about the workers being permanently replaced. Even that didn't convince them to ratify the givebacks.

Kroger's lawsuit also falsely accuses Mims, and some newer members of the rank-and-file bargaining committee, of agreeing to recommend the concessions. They never signed such an agreement.

According to union attorneys, the lawsuit is frivolous. Perhaps Kroger is hoping it will intimidate the membership, and give the corporation another bargaining chip. But the anti-concessions battle will be settled on the shop floor and at the negotiating table, not in a courtroom. On the shop floor, the rank and file are doing their part.

Anderson-Tully, Local 1196

Bathroom Policy Degrading to Workers

Workers are being subjected to an insulting and degrading rule change at the Anderson-Tully lumber mill in Vicksburg, Miss., while their union does nothing.

In mid-December, the company told the workers they would only be allowed to go to the bathroom twice a week during work hours other than on break times. Women were told to inform their supervisors or lead workers of their menstrual cycles if they wanted to use the bathroom more frequently!

The policy was the brainchild of personnel manager Robert Phillips, an unstable person who is seen as a major factor in continual labor-management conflicts at the mill. The workers have filed grievances through Local 1196, but are having to fight the company on their own. Over 70 workers have been disciplined since

implementation of the policy, which is unevenly enforced, with the harshest enforcement being imposed on work areas where union activists and reformers are located. At a craft meeting on Feb. 15, Local 1196 President Sidney Chism refused to take action.

Grievances are supposed to be heard at the third-step "adjustment board" 200 miles away in Memphis, Tenn. The grievance procedure has a long history of failing to work for the Anderson-Tully members, partially because it is nearly impossible for the workers to attend the Memphis hearings. Chism refuses to hold grievance panel hearings in Vicksburg.

Anderson-Tully employees, the NAACP, and other groups have written the company's board of directors asking them to investigate the abuses at the lumber mill, but have received no answer.

Coca-Cola Teamsters Building TDU

Leonard Bazzini
Local 125, Coca Cola
Dumont, N.J.

Over the past few weeks, TDU memberships from Coca-Cola workers in New Jersey have been rolling in.

Most members are joining now because we are in the middle of contract negotiations. TDU organizer Steve Kindred came over to talk with us. We were very impressed with him, and with TDU as a whole.

This is the time to bring the Teamsters union back to the way it used to be—teamwork and togetherness, and no more two-tier contracts

or givebacks. Our Coca-Cola contract in New Jersey is pathetic, and now Coke is demanding even more concessions. Enough is enough.

New Jersey Local 125

I didn't join earlier out of laziness. When everything was going along smooth, I didn't think about it. Now, with contract negotiations, it's a perfect time to get TDU into Coke.

Of course, campaigning for Ron Carey, and then having him win, was perfect. Hopefully, more people will be joining TDU soon.

Bargaining Resumes March 3

Carey Begins Mobilization for Carhaul Contract

Some fifty officials from carhaul locals around the country attended a meeting on Feb. 19 in Washington, D.C., called by Teamster President Ron Carey, to discuss carhaul negotiations and plans to win a decent contract.

Also at the meeting from the General Executive Board were Central Conference Director Sam Theodus, and Western Conference Vice President Ken Mee.

Responding to the overwhelming "No" vote by the rank and file on the last offer, Carey made it clear that instead of giving concessions to the corporations, the new Teamsters union plans to rebuild our power in the carhaul industry by making the union work for the members, and aggressively organizing the non-Teamster competition that is undercutting our contract.

Carey Emphasizes Membership Involvement

Carey opened the meeting by presenting his program for winning a good carhaul contract. Among his proposals were:

- Sending a letter to every Teamster carhauler asking for their support.
- Sending out buttons for carhaulers

to wear declaring that "We'll Fight for Our Future."

- Passing petitions for the membership to sign stating, "We will do whatever it takes to win a new, improved contract," to be presented to the corporations at bargaining on March 3.
- Publishing regular contract bulletins to keep the membership informed.
- Holding membership meetings in every local to discuss the contract, with the option of inviting a representative of the International to participate.
- Calling regional meetings of shop stewards from each carhaul local to discuss strategy.

Enthusiasm for Plan, and Foot Dragging

The new plan has been well-received by members, and by some officials. Ron Owens, president of Detroit Local 299, spoke out strongly in favor. But some old-guard officials at the meeting, nearly all of whom opposed Carey during the election campaign, gave mixed reviews to Carey's program.

There was little open opposition to most of the plan, but the proposal for

regional stewards meetings, which can bring rank and file carhaulers into the process, got a negative response from some of the old guard. They complained it would cost too much and not accomplish anything.

The complaint about the cost is just an excuse. If some locals are unable or unwilling to foot the bill, the most committed stewards could possibly pay their own way or take barn collections.

Former IBT Vice President Don West and other officers at the Central-Southern grievance hearings in Florida made no effort to hide their contempt for Carey's proposal to involve the stewards. They were heard between grievance hearings openly attacking Carey, saying, "There's no way we're going to let the stewards control this contract."

At the meeting in Washington, D.C., chief negotiator Ernie Tusino came under fire for his role in pushing for concessions. There is strong determination to change that course, and push ahead on Carey's plan of action. That should include changes in the bargaining committee personnel.

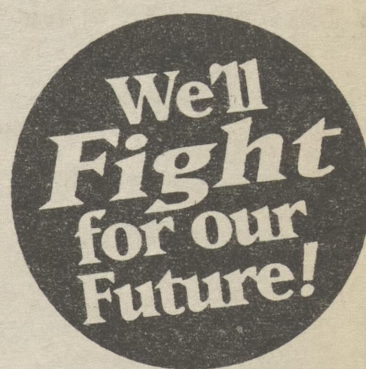
Fight Still Ahead

There is no sign that the corporations are backing down from demands to undermine our contract. In a proposal delivered to the union on Jan. 22, the corporations withdrew their proposal on Article 2, Section 9, for a 64% two-tier on "New Business," but they submitted a new proposal to allow them to negotiate local by local. Their new proposal for Article 2, Section 8(a), reads that "agreements may be negotiated by the Employer and Local Union which modify the wage rates, incentives and other provisions ... for employees working in all classifications covered by this Agreement. ..."

What point is there to having a national agreement if everything can be changed local by local later on!? One sure thing is that it would open the door for even more whipsawing, pitting Teamster local against Teamster local in a bidding war to retain work.

Membership Involvement Is Key

The new IBT leadership has charted



a new direction for bargaining. Rank and file carhaulers have to pick up the ball and run with it. Get a button from your local union and wear it. Sign the petition yourself and make sure your co-workers sign it. Push for a local union meeting to discuss the contract, and invite Ron Carey or his representative to attend.

Double breasting, the right to strike on grievances, retention of BA seniority, a decent wage and benefit package, and ending concessions, all still need to be settled. Membership mobilization has been crucial to solving our problems in the past. It is more crucial today.

Local 654 Fights Back Against Ryder's Double Breasting

Local 654 has won an initial victory in NLRB charges it filed against Ryder Systems over the displacement of Teamster rail loaders in Marysville, Ohio, by RMX, a non-union Ryder subsidiary. (See related stories in issues #108 and #109 of *Convoy Dispatch*).

The NLRB charges accuse RMX of discriminatorily refusing to hire the Teamster workers because of their union affiliation as employees of the predecessor employer, Port Services Co. They also accuse RMX of refusing to bargain with Local 654, which would have been the collective bargaining agent of the RMX workers if the company had not discriminated against the Teamster employees in hiring.

At press time, it appears that the NLRB has issued a complaint against RMX, CCI and Ryder itself. If Local 654 wins the NLRB charges, it could cut right to the heart of Ryder's double-breasting games. Local 654 is arguing that RMX, CCI and Ryder are "alter egos" or a single employer. As proof of this, the local has evidence that when RMX was awarded the work at Honda, top Ryder and CCI personnel were in charge of setting up the new operations. For instance, Ryder and CCI management did all the interviewing and hiring of RMX workers.

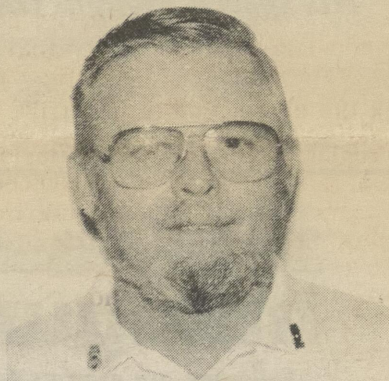
According to Local 654 attorney Barbara Harvey, "The significance of this case is that the NLRB has indicated that it may ignore the artificial and arbitrary corporate divisions that Ryder has drawn within itself for the purpose of redirecting Teamster work to non-Teamster operations."

Says Local 654 Secretary Treasurer Roy Atha, "This win is due to the diligence and persistence of Barbara Harvey, and the people out at Marysville who have hung right in there throughout this fight. They deserve all the credit in the world."

Sell-Out Contracts Don't Sell Cars

James Jordan
Local 741, CCI
Seattle

Finally, carhaulers are going to have input into negotiations. Finally, the International is going to keep the members informed, and provide leadership and hope. For years we have been kept in the dark by our millionaire leaders, having little if any voice in the contract negotiations. Now with the doors to the Marble Palace open, and dedicated and honest leadership in the International—many of the new GEB members with battle scars still healing from their former employers—it truly is a new day. It is now time for carhaulers and all Teamsters to put aside our differences and rally together to win a decent contract. Even though the economy is in shambles and many of us are out of work, a sell-out agreement will not sell one extra car. What is far more important is a contract that we can all live with when the economy turns around.



John Reynolds
Local 104 chief steward, CCI
Phoenix

I'm proud and excited to be a part of the carhaul contract campaign. The Ron Carey administration has launched a new program to win carhaulers a decent contract. I feel good about the New Teamsters Union, and I know that with membership input and involvement we will be successful.

Ryder Systems Profits Up

Ryder Systems profits in the last quarter of 1991 exceeded those of last year, according to a Feb. 6 statement by Ryder management. Chairman, President and Chief Executive Officer M. Anthony Burns "attributed the favorable fourth-quarter comparison to increases in aviation and automotive carrier activity and the benefits of cost containment activities throughout the company."

In the quarter, revenue totaled \$1.3 billion, about the same as in the same period of 1990. Earnings from continuing operations were \$21 million, compared with \$12 million in the fourth quarter of 1990.

For all of 1991, revenue was \$5.1

billion, compared with \$5.2 billion in 1990. Profits were \$66 million, compared with 1990 earnings of \$82 million.

Ryder management's report said, "Even with lower automobile sales, the Automotive Carrier Division reported better earnings in 1991, with significant improvement in the second half of the year."

Revenues increased from \$645 million in 1990 to \$688 million in 1991. Net profits after taxes increased from \$22 million to \$24 million. The company noted that it took a one time "after tax charge of \$52 million ... in connection with its already discontinued aircraft leasing business."

New Oath of Office

I do sincerely promise, upon my honor as a trade unionist and a Teamster, that I will truly, faithfully and tirelessly, use all of my energies and abilities to perform the duties of my office, for the ensuing term, as prescribed by the Constitution of this Union, and, as an officer of this great Union, I will, at all times, act solely in the interests of our members, devote the resources of our Union to furthering their needs and goals, rid our Union of corruption, and restore democratic principles in our Union, and never forget that it is the members who sent me here, and that it is the members whom I will serve.

"When Carey looked out amongst the crowd, someone yelled, 'We love you, Ron.' Ron looked back into the crowd and said, 'I love you too.'"

"His speech brought tears to my eyes."

—Patricia Franks
Local 773 trustee
Allentown, Pa.



"It was a great thrill and talk personally to TDU's good work over for Carey and his entire all we won was the battle organize to win the war"



'The Real Work ... Starts Right Now!

Inaugural Address of Ron Carey

Following are excerpts from the inaugural address of General President Ron Carey, given on the steps of the Marble Palace, Washington, D.C., Feb. 1, 1992. Carey was introduced by Joyce Mims of Atlanta.

Approximately 2,000 members assembled in front of IBT headquarters for the "no-frills" inauguration ceremony, which was followed by a reception in the Marble Palace.

To you, the members whose votes made history and served notice to the world that this union is putting its past behind us, that we're going to become a strong, effective union for all working people, I thank you. ...

The real work starts in this union, and it starts right now! ...

It's time our members got their money's worth from their union. We are going to establish financial procedures to make sure this union bids its purchases, travels economically and gives its members the best services for the dues they pay. ...

I assure you that I will leave no stone unturned in our effort to make this organization the most professional, effective and respected union in the labor movement today. ...

Cleaning up our union is important.

But it is only our first step. Our members and their families need better contracts. The entire labor movement has been falling backward. If we want to change that record, we need new strategies to strengthen our position. We need to do a better job of telling the public our side of the story. We need to do a better job of using the economic clout and the strength of our members to win a better life for this membership. ...

In the coming months we will take a hard look and discuss the whole area of grievance panels, and we are going to come down with some tough recommendations to make sure that our members get a fair shake.

As I speak to you today, a wide-ranging review of Teamster pension plans and health and welfare funds is already underway. Make no mistake about it, we have got to remove our 1930s thinking cap and develop new ideas and strategies to improve the management of our funds. Our commitment will be to work with the 200 Teamster funds, to share information, coordinate strategies, pool resources and use our collective strength to deliver better benefits for the men and women we represent. ...

Negotiating good contracts, repre-

senting our members on the job—that's the minimum of what a good union should do. But I want this union to be more than that. I want us to look beyond the problems that exist today, to stand up and be heard on the issues that are important and affect the lives of working people in this country and abroad. And we must join with labor unions today in working for things that are good for our communities, good legislation and things that are good for the visions and the goals that all of us have. ...

Those of us on this platform today, we can't do it alone. All of you need to be a part of the New Teamsters Union, need to be giving us the ideas, need to be criticizing us when we're wrong, need to let us know when we're right, and need to give us all of the resources that we need to make this union work again. We've got to put the past behind us. ...

Today the eyes of the world are upon us. We've stepped into the history books. The story is ours to write.

Our work won't be easy. We won't solve all our problems overnight. My message to you is that I need each and every one of you to join me in this new beginning.

Thank you all very, very much.

**THE NEW
TEAMSTERS**



t thrill for me to be at the inauguration
lly to Brother Carey. I believe it was
k over the years that made it possible
s entire slate to sweep to victory. But
he battle—we've still got to go out and
he war. There's still a whole lot to do."

Ernie Aragon
Local 492, ABF
Albuquerque



Photos by Jim West, Impact Visuals



Above, l. to r.: Secretary-Treasurer Tom Sever and VPs Diana Kilmury, Sam Theodus and Mario Perrucci.

"The most memorable part of the inauguration was when Ron Carey incorporated into the oath of office a pledge to '... never forget that it is the members who sent me here.' That was, to me, the first real sign that change had finally come to our union. Members will not be forgotten ever again."

—Ed Calder
Local 745, Roadway Express
Dallas

Inauguration Video

The New Teamsters

The Arizona chapter of TDU has prepared a one-hour video of the inauguration ceremonies. Included are the swearing in of Ron Carey and the new General Executive Board, Carey's inauguration speech, interviews with members and vice presidents and the reception in the Marble Palace.

Cost of the video is \$20 plus \$3 shipping (more for special shipping).



Name _____

Address _____

City _____ State _____ Zip _____

Arizona TDU
9043 N. 36 Drive, Phoenix, Ariz. 85051

UNITED PARCEL SERVICE

Part-Timers Stick Together in Sioux City

Scott Bowman started working part-time as a UPS sorter in May 1981 while working his way through college in Sioux City, Iowa. When he first started, management and the workers got along pretty well and worked together. But as time passed, relations got worse.

In the late 1980s, the sorters found out they were getting shorted pay. When they would start their shifts early, they would receive overtime pay until their regularly posted start times, as the contract requires. But then they learned that, though the contract requires that the three-hour guarantee starts at their regularly posted start times, management was counting their hours from the time they actually started work.

Two or three times a week they would work less than three hours, losing five or 10 minutes pay. When Bowman raised the issue, management said it was just a fluke. He filed a grievance, but Local 554 said there wasn't enough money to make it worthwhile. So Bowman and a couple of other part-timers retained a lawyer. They discovered UPS had been shorting them for quite a while, and all the part-timers received up to one year's back pay for time lost. Bowman got about \$250.

The sorters started watching the rules more closely. They realized that five or 10 minutes a day adds up. Most

of them were working their way through college and money was tight, so it really mattered. That was the first time the part-timers in Sioux City stood together, and it paid off.

Bowman moved to the morning shift in January 1991 and became a steward. He found the part-timers were really divided. Management was pitting preloader against preloader, such as by telling one that someone else had a harder set of cars and was doing better work. They were keeping the workers at each other's throats.

The first thing Scott did was make sure every part-timer had a union contract, which was new to them. He started talking about what the supervisor was saying. After the part-timers started opening up to each other, they started helping each other out and watching out for each other. "We realized that the other preloaders weren't the enemy, they were our co-workers," said Bowman.

Last summer Bowman decided the preloaders needed something to express their solidarity. He hit upon the idea of doing a red T-shirt day. When the day arrived, 100% of the preloaders came to work wearing red. "The message got across (to management)," he explained. "We're standing together as a team. If you're going to harass one of us, you're going after everybody."

Things started to change. "They

used to threaten us with our jobs. They'd say, 'If you don't pick up the pace or do a better job, you're out the door.' They refused to follow progressive discipline. Now they're using more verbal counseling, and trying to work with people."

At Bowman's urging, the local now holds special meetings for part-timers. They get 80% participation from all shifts. "The part-timers come because they know it's just for them, and they're beginning to learn their

rights," according to Bowman.

"Over half of the UPSers are part-timers nationwide. We need to unify across the country in order to better our position in the workplace. Even if you're at UPS for only a few months, the union is your strongest check against runaway management.

"I'm proud to be affiliated with TDU," Bowman concluded. "I believe in what TDU stands for. TDU has definitely given me the courage to do what I'm doing now."

TDU'S HISTORY

Rank and File Rebellion: Teamsters for a Democratic Union

by Dan LaBotz

TDU's history, told through the lives of men and women active in the struggle to restore our union to the members.

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UPS: Corporate Citizen Or Corporate Hypocrite?

Michael Savvoir
Local 41, UPS
Kansas City, Mo.

UPS was the recipient of the 16th Annual Social Responsibility Award from the Martin Luther King Jr. Center for Non-Violent Social Change. This award was presented by Coretta Scott King, widow of the slain civil rights leader, to Oz Nelson, UPS chairman. The irony is disturbing.

Dr. King was a strong supporter of workers' rights to organize. He had been marching on behalf of a union organizing campaign the week he was killed in Memphis.

If Dr. King were a UPS employee, he would be a union leader, and branded a troublemaker and dissident by the corporation. He would be accused of numerous methods infractions, and would receive the customary warning letters, suspensions and termination. He would be held hostage by the company-dominated grievance machinery, guilty-till-proven-innocent, and would be returned to work without pay in about 10 weeks.

If Dr. King continued to be a "drum major for justice" in the workplace, UPS would move to permanently remove him from the seniority list on similarly fabricated charges. UPS would know that if it could successful-

ly get rid of Dr. King, the example would send a chilling message of the wisdom of the "sit down, shut up" advice to his fellow workers. The corporate campaign against so-called dissidents would roll on.

UPS is already promoting a "Corporate Mission" in preparation for our next round of contract negotiations. It's the same old "team" propaganda newly packaged. That UPS has a corporate mission against union activism is undeniable. That UPS should receive an award from the very organization that embodies the rights of non-violent social and civil rights activists is ironic.

The hypocrisy of UPS's Policy Book and its actual day-to-day operations is blatant. The answer to the question of "corporate citizen or corporate hypocrite?" is clear in the minds of all UPSers who continue to assert their right to speak out.

The legacy of Dr. Martin Luther King Jr. is one of pride and dignity for working people and the poor, it's not for Corporate America. We must continue to speak out and organize for full-time jobs and a better workplace. With our new union leadership behind us, and in the spirit of leaders like Dr. King, we shall.

(Excerpts from a letter to the editor.)

UPS & Downs

No Justice at Ohio Grievance Panel.

How would you feel if you collected a bad check on a COD, management found out it was bad yet allowed you to collect two more bad checks from the regular customer, and then a grievance committee ruled that UPS could dock \$150 a week out of your paycheck for 52 weeks? That's what the Ohio state UPS grievance panel did on Feb. 10 to package car driver Kevin Smith of Cincinnati Local 100, allowing UPS to steal \$7,800 out of Smith's hard-earned pay.

Management bunglers—labor man Mike Vercheak and "loss prevention" man Joe Villegas—are to blame. They discovered within 48 hours that the first certified check collected from a sporting goods outlet was counterfeit. They did not inform Smith and he subsequently picked up two more bogus checks, for a total of some \$13,000. Local 100 proved in the panel hearing that UPS had not adequately trained drivers on detecting bad certified checks—banks put their employees through weeks of such training. President Bill Wright is petitioning the UPS National Committee to review the case and to meanwhile stop UPS from docking Smith's paychecks.

Solidarity Behind Fired K.C. Steward.

Package car driver and Local 41 steward Ken Hamm of Kansas City was terminated in October after his center manager "found" 500 to 600 methods infractions per day during numerous OJS rides. Since then, Ken's fellow Teamsters have stood behind him: arm bands have been worn in support, flyers about his case have been distributed to Kansas City-area facilities, financial collections have been taken up, and recent gate rallies at two facilities drew more than 100 people. At the February general membership meeting, a motion from the floor supporting Ken was passed unanimously and a petition signed by the more than 200 members present. His grievance is scheduled to go to the Missouri-Kansas bistate committee in late February.

FREIGHT NEWS

Western Conference

Union Deadlocks CF Plans for Sleeper Operation

John Platt
Local 150 steward, CF
Sacramento, Calif.

In an effort that brought the attention and action of the International union, a far-reaching CF change of operations that would have converted much of the West Coast single-man (division) operation into a sleeper operation was deadlocked.

General President Ron Carey and Western Conference Director Tom Shay had contacted key members of the freight division in the Western Conference to voice their support of a deadlock.

BAs, shop stewards and concerned rank and file members testified at the lengthy hearing held at the quarterly

Joint Western Area Committee hearings in San Diego. All of the affected locals protested that the change would violate provisions of the contract protecting single-man runs.

Most of the locals also protested the proposed number of relocated employees, with emotions running high from members who claimed their entire lifestyle would be altered by the change.

The evidence presented at the hearing was sufficient to justify the deadlocking of the proposed change to the national committee. CF failed to provide clear-cut answers as to how it would protect boards left with single-man runs.

With the consolidation of satellite

terminals, the company would extend its ability to make "pure" loads. This would serve to decrease the number of shuttle runs and also be an open invitation for CF to bypass certain terminals with sleepers domiciled elsewhere.

This bypassing would, of course, apply to any terminal in CF's system, thus making it possible to have a "mini" change of operations without going before a panel.

The great majority of rank and file members who attended the hearing were pleased that the International

and Western Conference officials stood by a decision to deadlock the change. A rank and file member of Local 63 had forwarded a petition signed by about 75 members to Carey. The member reported that Carey called him personally to assure members that the situation was under consideration by the International.

While it is still possible that the change will ultimately go through, it is hoped that by deadlocking it to the national committee the union will safeguard the contract and protect the membership.

Can Yellow Justify Concessions?

continued from page 1

that will keep our members united and beat Yellow at its new con game.

In the New Teamsters Union we're through with the concessions game of the 1980s. In the New Teamsters we're not prepared to fall to the level of a Con-Way or a Viking in order to perpetuate the myth of saving jobs. In the New Teamsters we stand in solidarity with all our brothers and sisters. The only way to beat the new psychological warfare being perpetrated by so many companies is to organize ourselves and, through that organization, communicate the union principles of solidarity and justice that built the idea of a Master Agreement.

Yellow management is saying if they don't get their concessions, they may open it up non-union. But the IBT is not powerless. We can stand united and let them know there will be consequences that make that attack on our

union too costly for them. Maintaining and building up the NMFA is the road toward again unionizing the industry and satisfying the "competition" problem the non-union corporations present to our unionized corporations. Givebacks will only continue the long slide of the 1980s into the '90s.

"Yellow is moving forward on this already. New trailers are waiting to be put in service here in Memphis. The company wants this short haul badly," explained Bob Jordan, a Yellow Freight road driver in Memphis Local 667. "We need to stand fast and hold our ground. We don't need concessions like have been given in the past."

"A short-haul operation would be fine if it is union, under the master contract. With the new leadership we have at the International level, and an organized rank and file, we can win this."

UPS Air Mechanics Ratify Contract

UPS mechanics in nationwide Local 2727, based in Louisville, Ky., voted to approve their second contract offer in mid-December, 402 to 158. Many members felt the contract was not much of an improvement over the first offer turned down by 57.5% in mid-1991, but the "Christmas signing bonus" of \$1,000, a large wage increase for the top scale, and retroactive back pay sold many Teamsters on the deal.

The negotiating committee claimed, "You'll be the highest paid workers in the industry and have the best benefits," according to mechanics interviewed. But as one observed, "The contract was sold at the expense of the new hires."

The five-year agreement, expiring in 1996, includes:

- A \$5 an hour increase during the contract and a small COLA for top scale.
- Three weeks maximum vacation and an "option week" that may be taken a day at a time in lieu of sick time (though this may have been altered in a later letter of agreement).

- An 8-tier/12-tier wage scale, depending on experience level when hired.
- A "B" scale for new hires starting \$3 an hour less than others, and \$9 an hour less than full-scale employees, with 10 years to reach full scale.
- A small improvement in work schedules, though a provision allows the union and UPS to change schedules at any time.

The agreement includes several "interpretations," though no stewards or members have a copy of this yet. A motion was passed at the Jan. 29 union meeting that all letters of agreement be posted on the union bulletin board. This hasn't happened yet.

"Members were told by Secretary-Treasurer Bill Ferchak, 'Ratify it or else,'" another mechanic said.

"This contract is a travesty. UPS will be able to hire enough new people (at lower tiers) to create a split in the workforce. I hope we can get the members organized. Our local membership helped clean house at the top of the union in December, and we should seriously look at our local next."

N.Y. Airborne Proposal

Despite rumors by some Local 295 stewards at Airborne in New York, New Jersey and Connecticut that a new contract would be put in effect without a vote, the 1,150 Airborne employees in that local have a chance to speak with their own voice. They created that chance by showing up in massive proportions on short notice to vote down a first offer by 80%.

Now federal Judge Eugene H. Nickerson has concluded a long-standing lawsuit by ordering that a trustee be installed over the local. A proposal has been made to the U.S. attorney that further negotiations at Airborne be overseen by a committee of elected representatives from all Airborne ter-

minals and that an official who participated in the national negotiations at Airborne be called in for advice on raising New York Airborne to the national standard.

New York has only 25% top-tier full-timers. Tier-two full-timers work split shifts, for much less money and a substandard pension and health plan. The remaining 50% of the local are part-timers who suffer even worse conditions.

These terms were negotiated by Anthony Calagna in 1988. Calagna was convicted last January of extortion and removed from the local. At that time members were not fully informed of the terms of the contract.

Freight Lines

Union Battles Wintz at OK Freightways.

In a Titan message dated Feb. 18, Ron Carey directed all local unions not to sign separate agreements with OK Freightways or Wintz Parcel Co. OK Freightways is a successor to OK Trucking, which was bought by George Wintz late last year. Wintz is attempting to get local unions to sign "white paper" agreements and refuses to recognize and bargain with the Teamster National Freight Industry Negotiating Committee.

At a meeting in Chicago on Jan. 21, representatives from each local union affected agreed not to sign separate agreements with Wintz. The national negotiating committee has filed charges with the NLRB against OK Freightways and Wintz Parcel for refusing to bargain. A lawsuit has been filed against OK Trucking for not obligating Wintz to be bound by the terms of the NMFA.

Carey stated his commitment to "take every legal step available to protect the wage and benefit standards for our freight membership." Wintz has imposed wages of \$12.50 an hour and 29 cents per mile on the drivers who were "rehired" from OK Trucking, and stripped them of all seniority.

Be-Mac, Midwest Announce Merger Plans.

Midwest regional carriers Be-Mac Transport Co. and Midwest Freightways announced on Jan. 30 plans to merge their operations. The deal is subject to the approval of shareholders and regulatory agencies, which is expected to be completed in the spring. Terms of the merger plans would have union employees work under the Teamsters contract with Be-Mac, which is the NMFA and has an Article 6, Section 2, wage-cut deal. According to Be-Mac President Robert L. Ferguson, some consolidation of terminals is expected but no reduction in personnel or fleet size is expected, if Be-Mac can retain Midwest's market share.

Got Your Contract Book?

Local unions have received copies of the 1991-94 NMFA and supplements. If you don't have your copy yet, give your business agent a call. Every member has a legal right to a copy of the contract.

KNOW YOUR RIGHTS

Random and Post-Accident Drug Tests

Commercial drivers are now subject to random and post-accident drug testing as outlined by Federal Highway Administration (FHWA) guidelines. Stewards and union members must be acquainted with the law and testing procedures so we can protect our rights when subjected to testing. While this article is particularly concerned with testing in the transportation industries, the minimum standards and safeguards described here may be adopted in other collective bargaining agreements.

How Did It Get to This Point?

Periodic and reasonable-cause drug testing have been part of DOT regulations and some contracts for several years. Teamsters under the National Master Freight Agreement, for example, have had drug-testing language in their contract since 1985. Now government-mandated random and post-accident drug testing are in effect and being implemented by employers after a federal appeals court lifted the injunction against these two most controversial forms of drug testing on June 28, 1991.

Drug-testing language in contracts is being renegotiated to account for the new DOT rules and to provide contractual safeguards on discipline and rehabilitation for drivers. (The DOT also is establishing guidelines for alcohol testing similar to those for drug testing, though the development of approved testing procedures is expected to take some time.)

Types of Drug Tests

Non-suspicion-based post accident. For DOT-covered employees, a driver involved in a reportable accident who receives a police citation for a moving traffic violation must have a drug test. A reportable accident is defined as an accident that results in either the death of a human being, an injury that requires immediate medical attention away from the accident site, or total property damage of \$4,400 or more. Under these guidelines, it is the driver's responsibility to provide a urine sample within 32 hours after the reported accident.

Random. This method is touted as the primary method of deterrence because no prior notice is given and no employee can know when his or her number may come up. Selection is done by using a random-number table or computer-based random-number table. The randomly selected numbers are matched against social security or payroll account numbers to determine which employees shall be tested. Your number stays in the employee drug-testing pool even after you've been tested, so you could be selected more than once a year. Tests are to be evenly distributed throughout the year during regular periods. The number of random tests conducted per year must equal or exceed 50% of the average number of employees subject to test-

ing by the employer.

Periodic. Testing as part of the DOT biennial medical exam is optional once carriers have fully implemented the random drug-testing procedures. Drivers must be advised at least seven days in advance of the test date for periodic drug tests.

Reasonable cause. FHWA guidelines for reasonable-cause testing state that the driver's conduct must be witnessed by two supervisors or company officials if feasible. The supervisors must have received training in the identification of actions, appearance or conduct that are indicative of drug use. The supervisors' observations must be reduced to writing within 24 hours or before the test results are received, whichever is earlier.

Pre-employment. Prospective employees have few rights. Many employers do not inform applicants that they were rejected because of a positive drug test. If you find out your application was rejected because of a positive drug test, you might consider consulting a labor attorney.

What Are the Guidelines?

DOT drug-testing procedures for the aviation, motor carrier and mass transit industries follow the "Mandatory Guidelines for Federal Workplace Drug Testing Programs" of the Department of Health and Human Services. These "HHS guidelines" include procedures for collecting urine samples, transmitting the samples to testing laboratories, testing procedures, evaluating results, quality control, record-keeping and certifying labs.

The drugs included for drug testing are marijuana, cocaine, opiates, phenylcyclidine (PCP) and amphetamines. If you are to be tested, you will be sent to a hospital, clinic or other approved "collection site."

Check for the following:

1. You have the right to provide your specimen in the privacy of a stall or partitioned area.
2. Make sure your specimen container is the same container being sent for testing. The specimen must remain in your full view at all times, from the time you provide it until it is properly sealed, labeled and packaged for shipping.
3. Make sure the specimen is sealed and labeled, then initial it. Don't let it leave your sight. Make sure the collection site person enters all information identifying your specimen into "the permanent record book." You will be asked to sign a statement in this book certifying that the specimen is yours.
4. Make sure the collection site person completes the chain-of-custody form. The specimen will then be placed and sealed in a transportation container and the custody form attached. Make sure the container is properly sealed and initialed.
5. Ask where (to what lab) the

specimen is being shipped and, if possible, make sure it's sent immediately. (Specimens must be tested at labs approved by the National Institute for Drug Abuse (NIDA).) Check to see by what means the specimen is being shipped and ask for a copy of the shipping bill.

What Are the Testing Procedures?

Documentation of the chain of custody of your specimen continues at the lab. The initial screening test shall use an immunoassay that meets FDA requirements with initial cut-off levels set for marijuana metabolites, cocaine metabolites, opiate metabolites, PCP and amphetamines.

All specimens identified as positive shall be confirmed using gas chromatography/mass spectrometry (GC/MS) techniques by quantitative analysis. The laboratory report will identify the drugs/metabolites tested for, whether positive or negative, the cutoff for each, and the specimen number. The lab shall report as negative all specimens negative on the initial test or negative on the confirmatory test. Only specimens confirmed positive shall be reported as positive for a specific drug. Positive specimens shall be stored for one year.

A medical review officer (MRO) shall be designated who is a licensed physician with knowledge of substance abuse disorders and appropriate medical training to interpret positive test results and medical histories. The MRO shall receive the drug-test results; verify the lab report as reasonable; determine whether a person passes a drug test; and determine whether a person who refuses to take a test or who fails a test may return to duty. In conducting this review, the MRO may review the employee's medical history and, where appropriate, request the lab to analyze the original urine sample again.

What Else Should I Do to Protect Myself?

Discipline is a mandatory subject of bargaining between our union and the employer, and contract language should provide a rehabilitation program, not discharge, for "first offenders." Consult your contract or business agent for details on disciplinary procedures.

Remember, you have a right to union representation. Remember, too, that anything you say to management may be used against you. Here are some other things to keep in mind:

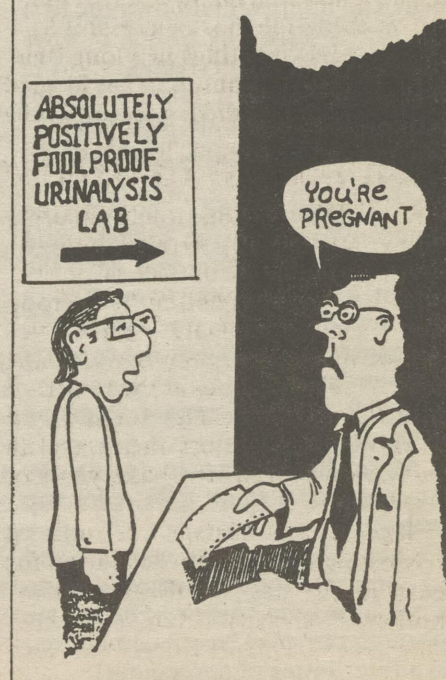
- The FHWA guidelines make "split sample" collection optional. Contract language, such as is contained in the NMFA and UPS contract, is needed to require this method of collection. Under this procedure, the urine sample is divided into two specimen bottles. The first bottle is processed for testing, and the second bottle is stored in a secured,

refrigerated environment with an appropriate entry made in the chain of custody form. If the test of the first bottle is positive, you have the right to request a test of the second bottle. The request should be made to the MRO in writing within 72 hours.

You may request that your retest be conducted at another NIDA-approved lab, if you wish. You may be required to advance all costs associated with the retest; however, if you test negative, the employer must reimburse those costs to you.

- If you are told you must take a drug test because of reasonable cause or an accident, demand your right to union representation and ask management for specifics (including a written report) as to why you are being tested. Take notes on what is said. Reasonable cause cannot be based on third-party reports, so nail management down. Don't give the employer the chance to change the story in a grievance hearing.
- You have the right to discuss a positive test result with the MRO before it is reported to your employer. Keep a detailed list of all over-the-counter and prescription drugs you may have taken. For an affirmative defense, you must have clear and convincing evidence that your prescription was issued by a licensed medical practitioner.
- You have a right to a copy of the results of your drug test. The results of your test are confidential and may not be released to a third party unless you sign a specific authorization for release of the results to an identified person.

For more information about drug testing, contact your local union or Teamsters for a Democratic Union (TDU), P.O. Box 10128, Detroit, Mich. 48210 (313) 842-2600. Copies of the DOT drug-testing procedures and the HHS guidelines are available at no charge to TDU members. Others please include a donation.



TDU ON THE MOVE

It's not just a headline. It's reality. TDU is on the move. Increasingly Teamsters are recognizing the vital and necessary role of TDU in the New Teamsters Union. More meetings are being held. Attendance is better than ever before. Membership recruitment is rising dramatically. And new TDU chapters are being organized around the country.

Below you will find a series of reports from staff organizers covering some of the meetings that have been held in the last several weeks.

Southern Conference

Oklahoma

Situated squarely in the center of the state, **Oklahoma City** is the capital and hub of activity in Oklahoma, and so it is becoming the hub of activity for TDU in the state. A new TDU chapter was launched by members of OK City Local 886 on Feb. 8 and new TDU memberships are also coming in from **Tulsa Local 523** and **Muskogee Local 516**. Future plans include holding educational workshops and a second meeting.

Memphis

Members of the largest TDU chapter—**Memphis, Tenn.**—met on Feb. 9 to hear updates on the International union, including the Ron Carey inauguration, and to discuss plans for the future. Twenty Teamsters from **Memphis locals 667 and 984** attended the inauguration.

During the IBT elections, TDUs and other reform Teamsters put together a winning coalition that swept the delegates and got out the vote for the Carey slate. Now the chapter is preparing to get new members active in TDU and organize toward other activities. One big problem in the freight industry, since the shut-downs at JTL, Transcon and PIE, is a pressing need for enforcement of the preferential hiring list for laid-off members.

Mississippi

Nearly 70 Teamsters, retirees and spouses attended TDU meetings in **Jackson and Meridian, Miss.**, making them among the most successful Mississippi TDU meetings in a long time. The Local 891 committee that formed to support the candidacy of Ron Carey

(and won nearly 60% of the Mississippi vote for their candidate) has remained intact, and recently published the first issue of the "New Era Teamsters—Local 891 News," a rank and file newsletter.

Texas

TDU is alive and well, deep in the heart of Texas. Meetings in **San Antonio, Houston and Dallas** on the weekend of the inauguration of Ron Carey and his slate proved to be larger than ever before. Interest was high in TDU and its relationship with the newly elected GEB. How TDU can help in bringing about democratic change at the local level was the topic of discussion dominating all the meetings.

In Houston, a new steering committee was elected to head the chapter there.

In Dallas, special thanks goes to T.C. Stone for helping build the TDU meeting by announcing it at the Local 745 meeting earlier that morning. New memberships are still coming in from Dallas.

Eastern Conference

Eastern Pennsylvania

IBT Vice President Diana Kilmury and two TDU staff organizers spoke at four TDU meetings on Feb. 8 and 9 in Eastern Pennsylvania—**Wilkes-Barre (Local 401)**, **Scranton (Local 229)**, **Reading (Local 429)** and **Harrisburg (Local 776)**. All were well attended and Diana was warmly received at each.

At the Wilkes-Barre meeting, attended by around 60 Teamsters and retirees, Diana told the crowd, including Local 401 Secretary-Treasurer Joe Gorham, "Ron Carey has extended the olive branch to all who can put the election and past differences behind them and want to build the New Teamsters Union. We need everybody on board for this."

Brother Gorham pledged his support to the New Teamsters but the assembled members protested loudly and repeatedly that Local 401 had a long way to go to adequately represent its membership, especially at Acme Markets where the work pace is grueling and the number of workplace injuries frightening.

The meeting for members of Local

obstacles hinder union organizing also.

As a first task, the committee will plan a workshop for the TDU steering committee and staff. This information can then be used at the local level.

Pat McIntosh, ISC member and steward in Chicago Local 743 explained how such information and support can help her unite Teamsters in her area. "In our local, over half the members are women and some 70% are black. We need ways to unite people and get them to participate. This is something members can relate to."

229 was jam-packed. Members there were outraged that their pension and health and welfare plan had been terminated by the local without any prior membership notification and had been transferred to the Reading Local 429 fund.

The next blow was the announcement by the Reading fund that anyone with less than 10 years in the plan would have to pay their own health and welfare coverage upon retirement, leaving many high-seniority Teamsters in a situation where it would be absolutely impossible for them to retire.

In Allentown, where Local 773 members have been on strike for over two months at Delcor, Kilmury and Local 773 Vice President Dominick Buscemi joined the pickets on a cold Saturday night pledging support and solidarity, and discussing strike strategy.

At the Reading meeting Local 429 President James Burns declared that his local was already run in accord with "many of TDU's principles," including having "elected stewards." At this point a group of workers from Quaker Maid objected and presented Burns with a petition signed by 140 employees demanding a long-sought stewards election. Several Teamsters volunteered to form an organizing committee to establish a new TDU chapter in Local 429.

In Harrisburg, 25 Teamsters came to the first TDU meeting to be held there in years. Members of locals 776, 430 and 771 attended. Several volunteers came forward to begin organizing chapters in both 776 and 430. Future organizing meetings are being planned.

Central Conference

Iowa/Nebraska

TDU meetings in **Omaha and Lincoln, Neb., and Sioux City, Iowa**, brought together more than 50 members of Local 554 to discuss the future of the Teamsters union, and ways to make their local union more responsive to the membership's needs. The most important result of the meetings was helping Local 554 Teamsters from different cities meet each other, exchange phone numbers, and set up a communication network to stay in touch in the future.

Michigan

In **Grand Rapids, Mich.**, more than 90 members of Local 406 gathered to hear International Vice President Leroy Ellis speak. Ellis and TDU co-chair Dan Campbell brought news of the inauguration and of Ron Carey's continued commitment to better representation and rooting out corruption. Members eager for answers grilled the speakers with numerous questions about pensions, grievances and contract problems, interrupted continuously with applause in response to direct and honest answers from the podium—something they are not use to at their local union.

TDU Meets

Appleton, Wis.

Saturday, March 14—4 p.m.
41 Bowl
Hwys. 41 & 125, behind Big Boy

Arizona

Saturday, March 21—3 p.m.
9043 N. 36 Dr., Phoenix

Atlanta

Saturday, March 7—7:30 p.m.
College Park Fire Dept.
Sullivan Road, College Park, Ga.

Atlanta Kroger Teamsters

Sunday, March 8—2 p.m.
Ramada Inn—Six Flags
I-20 at exit 14, Atlanta

Charlotte, N.C.

Sunday, March 22—1 p.m.
Quality Inn
I-85 and Little Rock Rd.

Cherryville/Bessemer City, N.C.

Sunday, March 22—5 p.m.
American Legion Post #243
Long Creek Church Rd.
Off Hwy. 161, Bessemer City, N.C.

Denver

Saturday, March 21—1 p.m.
OCAW Union Hall
6110 Ivy St., Commerce City, Colo.

East Bay Chapter

Call: (510) 658-7159
Oakland, Calif.

San Francisco Chapter

Call: (415) 621-7507

Janesville, Wis.

Sunday, March 15—6 p.m.
Theodore's/Janesville Motor Lodge
3900 Milton Ave.

Joplin, Mo.

Sunday, March 15—1:30 p.m.
Days Inn
I-44 and Range Line (U.S. 71)

Kalamazoo, Mich.

Saturday, April 25
Time and place to be announced

Madison, Wis.

Sunday, March 15—3 p.m.
Essenhaus
514 E. Wilson St.

Milwaukee, Wis.

Saturday, March 14—10 a.m.
Security Savings & Loan
76th & Layton, Greenfield, Wis.

Minneapolis-St. Paul

Sunday, March 22
Time and place to be announced

N.Y./N.J. Chapter

Sunday, March 15—10 a.m. - noon
Bohemian Hall
2929 24th Ave., Astoria, Queens
For more info: (212) 874-2360

Sacramento

Saturday, March 21—6:30 p.m.
JJ North Grand Buffet
\$10/person for dinner
1030 Howe Ave.

Springfield, Mo.

Sunday, March 15—7 p.m.
Quality Inn
N.W. Corner of I-44 & Glenstone

Topeka, Kan.

Saturday, March 14—10 a.m.
Howard Johnson's
3839 S.W. Topeka Blvd.

Toronto, Ont.

Sunday, April 5—10 a.m.
Victoria Park Arena
Brampton, Ont.

Committee to Advise on Racism, Sexism

The TDU International Steering Committee (ISC) established the Women and People of Color Committee at its January meeting. This group was formed after TDU members expressed the need to keep issues facing women and minorities at the forefront of TDU's agenda. The focus is on educating all Teamsters on how racism and sexism prevent the basic goals of unionism.

"Racism and sexism are tools of division that employers have used for years to pit one employee against another," explained ISC member Pete Camarata of Detroit Local 299. Such

HELP BUILD OUR UNION

Be a TDU Recruiter!

"Recruiting brothers and sisters into TDU is not only vital in winning democracy, but in maintaining it as well. Only 29% of Teamsters voting in the IBT election is a sound indication that our work is cut out for us."

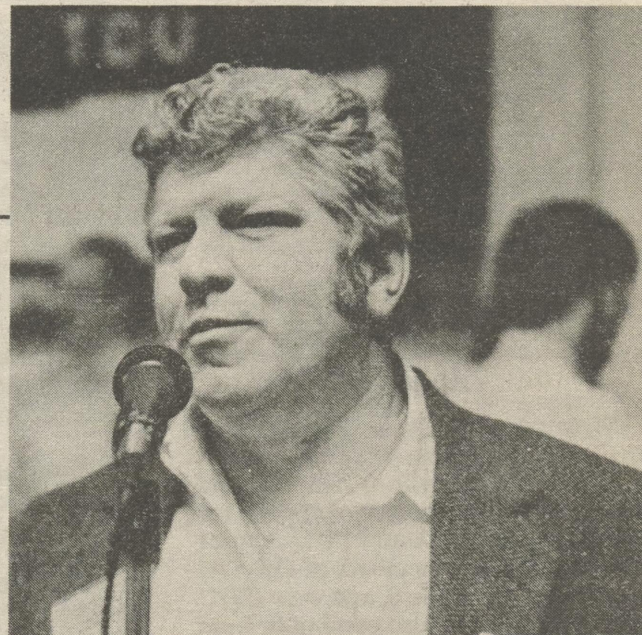
"Democracy does not just happen, it takes true leadership, education and unity. TDU knows exactly what that's all about, so join the brothers and sisters who have the positive approach. Join TDU. Together we do make the difference. We as TDUs are the visible crusaders of democracy."

—Dave Kapitula

Top TDU Recruiter of 1991

Local 401 steward, Acme Markets

Wilkes-Barre, Pa.



If you're not a member
JOIN TDU TODAY!

TDU MEMBERSHIP APPLICATION

Name _____ Local # _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
☐ Other _____

Optional: Spouses name _____

☐ \$30 membership fee for one year's membership & subscription to *Convoy Dispatch*.

☐ \$75 three-year membership fee. (\$10 shall be rebated to the local chapter.)

☐ \$15 for spouses, retirees and Teamsters who gross less than \$12,000 a year.

☐ Check or money order

☐ Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Michigan 48210

TDU membership is kept confidential from employers and union officials.

TDU solicits and accepts membership applications and donations only from Teamsters, and from individual retired Teamsters and spouses who are not employers.

Recruitment Tips

- Distributing literature and *Convoy Dispatch*, wearing buttons and putting leaflets on general bulletin boards are good ways to get the word out about TDU. (If you'd like to get a regular bundle of *Convoy Dispatch* to distribute, call our national office.) But be sure to talk it up, too!
- If someone says they'll join, ask them to fill in the card and give you the dues money right then, to make sure it gets done.
- Always have membership application cards on you. TDU applications are available from our national office—just give us a call.
- Remember that people can use a credit card if they don't have the cash or check.
- Talking points:
Ron Carey and the new GEB can't finish reforming the union by themselves—they need our grass-roots support. There's lots left to do.
TDU depends on rank and file Teamsters like you to grow and stay strong.
Talk with the Teamster about issues that are important to him or her.
Your membership is confidential from employers and union officials.
- Let your pride in TDU show!